



Tiered Licensure

June 11, 2014

Reaching Tier I

- Institutional recommendation from a College of Education:
 - An evaluation with basic ratings in all 22 components
 - Individualized Learning Plan
 - Student Learning Objectives or measures of student achievement

Tier I: Novice Tier

- Teacher has a non-renewable (provisional) certificate
- Professional Development in Years 1-3 includes:
 - Year 1 – intensive mentoring (paid for through leadership premium pool)
 - Year 2 – mentoring at a lesser level
 - Year 3 – independent practice

Movement to Tier 2

- Teacher can apply after year 3 if he/she meets the following criteria:
 - Proficient for 2 years on the evaluation (Danielson-Aligned Evaluation Tool)
 - Individualized Professional Learning Plan
 - Student Learning Objectives and/or Measurable Student Achievement

What if's

- If teacher does not meet the criteria, he/she has 2 more years on Tier I to meet the criteria.
- If a teacher cannot meet the criteria, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency and reapply.
- If successful, he/she can return to the classroom with 1 additional year to demonstrate proficiency.
- If the teacher still does not meet the criteria, he/she does not receive Professional Certification.



Tier 2: Professional Licensure Maintenance

- Meets current recertification requirements
- Proficient on annual evaluation for 3 of 5 years, including the year of renewal.
- Individualized Professional Learning Plan (IPLP)
- Student Learning Objectives and/or Measurable Student Achievement

What if's

- If a teacher does not meet these criteria, he/she is moved to “corrective” status and compensation will be frozen.
- The teacher will be placed on an improvement plan. The improvement plan will include intervention courses from higher education institutions.
- If after a year, the teacher does not meet the criteria, his/her pay reverts to the entry level of Tier 2, and the state appropriation is adjusted accordingly.



Additional Tier 2 Provisions

- Any teacher on an improvement plan is not eligible for a leadership award.
- Any teacher on an improvement plan in the last 5 years is not eligible to move to Tier 3.



Discussion of Danielson Components